

<b>MINUTES</b>		
<b>1:00 PM</b>	<b>JULY 25, 2022</b>	<b>Aspen Room/TEAMS</b>
	Harold Johnson	Chair
	Desmond McNeal	Vice-Chair
	Barb Cleland	Commissioner
	Barbara Shannon-Banister, Ph.D	Commissioner
	Matt Snider	Commissioner
<b>STAFF PRESENT</b>	Matt Cain	Administrator
	Michelle Haines	Civil Service Analyst
<b>OTHERS PRESENT</b>	Heather Dearman	Civil Service Analyst
	Julie Heckman, Megan Platt, Peter Schulte	City Attorney's Office
	Jason Batchelor	City Manager's Office
	Chief Oates, Div. Chief Juul, Div. Chief Lanigan	Aurora Police Department
	Sgt. Sears, Ofc. Iovine	Fraternal Order of Police
	Interim Chief Robnett, Sherri Jo Stowell	Aurora Fire Department
	Jeff Schlanger	IntegrAssure
<b>1) Chair Johnson called the Special Civil Service Commission meeting to order at 1 PM</b>		
<b>A.</b> All who were present introduced themselves.		
<b>B.</b> On a motion by Commissioner Shannon-Banister, seconded by Commissioner McNeal, the agenda was adopted as written.		
<b>2) AGENDA ITEMS FOR VOTE</b>		
<b>A. Lateral Experience Request- Chief Oates</b>		<b>Chief Oates</b>

<p><b>DISCUSSION</b></p>	<p>Chief Oates expressed that his administration does not have the same discretion that the Fire Department does when determining what qualifies as comparable experience. He requested that the Civil Service Commission eliminate the clause that states, "Related experience shall consist of full-time paid employment as a police officer in a full-service Police Department," from Section V., Rule 33d of the rule book. He stated that a standard operating procedure would be created to define related experience, and that the bargaining agent's approval would be required for the agreement of that document.</p> <p>There was a discussion about concerns of problematic officers from other agencies seeking to leave their department to come to Aurora. Chief Oates assured the Commission that each candidate would still undergo a thorough background check to see whether they belong in the organization based on the entirety of their expertise.</p> <p>Sears stated that the bargaining unit agrees that giving the chief the freedom to evaluate additional candidates as lateral applicants is really advantageous for the community and for this Police Department. He continued by expressing his confidence in the FOP's ability to collaborate with the Chiefs Office to develop an equitable and precise definition of what would constitute comparable experience.</p> <p>A draft of the SOP, which is still under development, was distributed by Chief Oates. He said that nothing that the bargaining agent does not also agree to will be included in the final draft. He emphasized that they needed to make a choice today because they were departing on Friday for their recruitment tour.</p> <p>Cain stated that HR's recommendation on the matter would be to implement a trial period for a year or two rather than changing the rule permanently. This would give the police department time to work out the full SOP and what it would entail as well as to reevaluate where we are with the hiring crisis.</p> <p>Chief Oates suggested a three year trial because he believed that the actual impact of the change and how it affects an organization would not be known in the first year.</p> <p>Commissioner Cleland suggested the SOP be shared with the Public Safety Committee meeting and Council.</p> <p>Commissioner Snider hesitated to consent to the trial before reviewing the final document that defined what "related experience" meant.</p>
<p><b>PROPOSALS/ CONCLUSIONS</b></p>	<p>Commissioner Cleland made a motion to suspend the sentence "Related experience shall consist of full-time paid employment as a police officer in a full-service Police Department" from the Civil Service Commission Rule Book Section V., Rule 33d for the period of three years. Commissioner Shannon-Banister seconded the motion. The motioned carried 4 to 1.</p>
<p><b>3) PUBLIC COMMENT – None Present</b></p>	
<p><b>4) ADJOURNMENT – The meeting adjourned at 1:53 PM.</b></p>	

ATTEST:  \_\_\_\_\_

Harold Johnson, Chair

A handwritten signature in black ink, appearing to read 'HD', is written over a horizontal line.

Heather Dearman, Civil Service Analyst